

## SEXUAL HARASSMENT ON WOMEN JOURNALISTS IN INDONESIA

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### Abstract

There has been a lot of research on sexual harassment experienced by women. However, this is not the case with research on sexual harassment against female journalists. Women who work as journalists are one of the vulnerable groups in cases of sexual harassment. Even though journalism itself is a profession tasked with reporting the truth to the public, many cases of violence against female journalists have not been revealed. This research was conducted to obtain data about the forms of sexual harassment that occur, patterns of perpetrators, and the impact of events. The method used is a qualitative method with an exploratory type. Data collection techniques were carried out through interviews and focus group discussions. From the results of the interviews, information was obtained that the four informants experienced verbal harassment which led to physical harassment. From the perspective of the perpetrator, the three victims said that the perpetrator of the sexual harassment was the source they wanted to interview, while another informant said that the perpetrator of the sexual harassment was his superior at the office. In terms of impact, the four informants said that they experienced trauma, although it did not last long. The four informants also stated that they chose not to pursue their cases in the legal arena.

**Keywords:** Journalist; Female Journalist; Sexual harassment

### Article History

Received: November 2024  
Reviewed: November 2024  
Published: November 2024  
Plagiarism Checker No 234  
Prefix DOI : Prefix DOI :  
10.8734/CAUSA.v1i2.365  
**Copyright : Author**  
**Publish by : CAUSA**



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### Introduction

Almost all women have experienced sexual harassment and almost all women know someone who has experienced sexual harassment. This sentence was expressed by Eve Ensler in Vagina Monologue (in Prabasmoro, 2006:78). This expression shows that sexual harassment is still a scourge for a just and gender equal life for women.

Sexual harassment or sexual harassment, can be interpreted as behavior characterized by unwanted and inappropriate sexual comments, or sexually oriented physical advances carried out in work, professional or other social settings or situations (Rusyidi, Bintari & Wibowo, 2019:75). In the conception of Gelfand, Fitzgerald, & Drasgow (1995), sexual harassment is an unwanted act of sexual connotation carried out by a person or group of people against another person. Cases of sexual harassment can occur anywhere, including in the public domain, from shops, roads or public transportation by perpetrators who are unknown to the victim (stranger sexual harassment). Sexual harassment can also occur in places where the victim usually activities, such as the workplace, office, campus, home or school environment by perpetrators who are well known to the victim (Fairchild & Rudman, 2008; Pina, Gannon, & Saunders, 2009). Cases of sexual harassment occur partly because of patriarchal culture which legalizes the practice of male domination over women, including in sexuality. Sexually, it is considered normal for men to play an active role, while women should act passively. This inequality in sexual roles ultimately constructs the ideology that the ideal man must be more sexually active than women (Jauhariyah, 2017). The 2020 Annual Notes (CATAHU) of the National Commission on Violence Against Women (Komnas Perempuan) stated that throughout 2019 there was an increase in cases of violence against women. The most prominent type of violence experienced by women is Domestic Violence (KDRT) or the personal realm. In this domain, the type of sexual violence is

ranked first with 2,807 cases which reaches 25%. In the public and community sphere, which is in second place, 58% of violence against women took the form of sexual abuse in 531 cases, rape in 714 cases, and sexual harassment in 520 cases Referring to data from the National Commission on Violence Against Women, sexual harassment is a form of violence experienced by women.

Women in this context can include anyone, although there are groups of women who are more vulnerable to this experience. One group that is vulnerable to sexual harassment is women who work as journalists. Journalism, as a 'male centric' industry, has not been able to provide guaranteed protection for female journalists even when they are on duty. There are several reasons for consideration by researchers in choosing female journalists as objects. First, research on sexual harassment or violence against female journalists is still very minimal. The research, which was carried out using literature studies, only obtained a small amount of data based on news in the media or research notes that had been carried out by a number of journalist organizations. Second, female journalists are one of the vulnerable groups of women who experience harassment. When a female journalist has to report in the field, she has to face structural and cultural but also economic domination. Power relations factors that cause female journalists to be vulnerable to sexual harassment.

A survey conducted by the Alliance of Independent Journalists (AJI) in 2012 showed that there was an inequality in the number and treatment of female and male journalists in the media institutions where they worked. The results of the research show that the ratio of the number of women and men who become journalists is 2-3:10. This means that out of 10 journalists, there are only 2-3 female journalists (Luviana, 2012: 9). This inequality is not only in terms of numbers but also the position of women in editorial management. It is recorded that only 6% of female journalists are in editorial management positions. This is a very small number and is a rationality for prejudice against many media policies which do not have a woman's perspective, including reporting duties, issues regarding the rights and obligations of female journalists, and cases of sexual harassment received by female journalists in their industry.

Even though journalists themselves are the fourth pillar whose function is to report the truth to the public, cases of sexual violence and harassment that befell female journalists are not widely disclosed. There is a kind of reluctance on the part of the victims because it is related to their self-esteem and the image of their institution. Apart from that, sexual harassment involving a superior as the perpetrator is very likely to result in the victim being expelled from work instead of receiving a defense. This is the vulnerable condition experienced by female journalists, who not only have to fight against sexual harassment but also against economic, structural and cultural domination. This research aims to obtain valid qualitative data about the types of sexual harassment committed, perpetrators of sexual harassment, the impact on victims, and existing followup actions. It is hoped that these results can be used as material for advocacy, further research, and recommendations for relevant parties.

This research uses data collection techniques in the form of documentation, interviews and Focus Group Discussion (FGD involving informants and respondents from journalist members of AJI Surabaya, female journalists, academics. The selection of research subjects was carried out by seeking information from relevant organizations such as AJI (Alliance of Independent Journalists), and Woman Crisis Center. Direct searches were also carried out by looking for information personally. Meanwhile online searches were carried out via email, WhatsApp, Facebook, and Instagram. Interviews were conducted differently with four respondents, namely Jakarta (2 people), Yogyakarta (1 person), and Surabaya (1 person) Respondents in Surabaya were interviewed directly, temporarily The other three used telephone or online, namely via email and social media (WhatsApp) in the period between August - September 2020

### **Method**

This research uses normative law research methods that are part of the typology of doctrinal research. The research approach used is conceptual and legislative. The data source used is secondary data or data obtained indirectly through library study. The secondary data is also divided into several sections, namely, primary law, secondary law material, and tertiary legal material. Primary law materials are data that have legal force such as legislation, while secondary and tertiary legal materials are supporting data of primary legislation materials such as previous

research that has been published and related books. This obtained legal material was then analyzed using descriptive-qualitative analysis to obtain scientifically accountable conclusions.

## Discussion

### 1. Patriarchal Culture in Indonesia

Patriarchy, comes from the word patriarchate, which is defined as a structure that places the role of men as sole orcentric rulers (Rokhmansyah, 2013). The patriarchal system that is intertwined in our society gives rise to gender inequality that affects all aspects of human life. Men are considered to have a dominant role and have rights or power over women in both the private and public sectors. This view creates the problem of limiting women's roles and ultimately gives rise to discriminatory treatment. Napikoski (2020) describes patriarchy as a structure that generally places men with power over women. A patriarchal society is a system that is structurally dominated by men both organizationally and in individual relationships. Another definition of patriarchy can be referenced from Walby's ideas (1990:21). He describes patriarchy as a system of social structures and practices in which men dominate, oppress and exploit women. According to Walby, there are at least six abstract levels of patriarchy: (1) the way it is produced; (2) patriarchal relations in professional jobs; (3) patriarchy in the state, (4) violence by men, (5) patriarchy in sexuality; and (6) patriarchy in cultural institutions. For Facio (2013), patriarchy is a mental, social, spiritual, economic and political structure based on sexuality that is created, maintained and strengthened by various groups. o reach agreement on the value of women and their inferior role.

All of them are not only connected to each other to strengthen the structure of male domination over women, but also with other systems of exclusion, oppression and / or domination. Until now, patriarchal customary practices still continue. In several research studies that have been conducted, patriarchal practices take place following the conditions and culture in which these practices take place. For example, in Surabaya, where the culture is egalitarian, patriarchal practices will follow existing patterns so they tend to be more flexible. Meanwhile in Central Java, the tradition of politeness standards is based on custom (upload it) is still very strong, patriarchal practices are more massive. Several social problems resulting from perpetuated patriarchal practices have been challenged in existing research. For example, there is domestic violence (KDRT), sexual harassment, early marriage, and stigma regarding divorce (Sakina, Irma, and Siti, 2017:71).

### 2. Gender Inequality

#### a. Gender Stereotypes

UN through OHCHR (Office of the High Commissioner of Human Rights), organizations that regulate human rights prohibit gender stereotypes. They emphasized that the state has an obligation to eliminate discrimination against men and women in all areas of life. This obligation requires that every country be able to take policies to eliminate it gender stereotypes including in the world of work, which is often considered a man's world.

Gender stereotyping is the practice of judging an individual as female or male based solely on attributes, characteristics, or role in society. Stereotypes, at their core, are beliefs that can cause a person to make assumptions about group members, subjects, women and / or men. Gender stereotyping is the practice of applying those stereotypical beliefs to someone. Gender stereotypes become results in violations, both in the form of violations of human rights and violations of fundamental freedom rights.

An example of this is the failure to criminalize marital rape based on the stereotype of women as men's sexual property. Another example is the failure of the justice system to hold perpetrators of sexual

violence accountable based on the stereotypical viewn that this is commonplace (2014).

#### b. Sexual harassment

In the article entitled "Experience and Knowledge About Sexual Harassment: Preliminary Study Among Higher Education Students", Rusyidi et al (2019:75) explain that sexual harassment refers to behavior characterized by unwanted and inappropriate sexual comments or sexually oriented physical approaches

carried out in other work, professional or social places / situations. Sexual harassment in the

conception of Gelfand, Fitzgerald, & Drasgow (1995) is defined as an unwanted act of sexual connotation committed by a person or group of people against another person. Furthermore, Gelfand et al classified sexual harassment into three dimensions, namely gender harassment (gender harassment), attention unwanted sexual contact (unwanted sexual attention) and sexual coercion (sexual coercion) (Rusyidi et al, 2019:76).

According to Triwijati, a clearer picture of the definition of sexual harassment can, among other things, be obtained from the description that sexual harassment includes, -- but is not limited to --: sexual payment when someone wants something, coercion to

engage in sexual activity, derogatory statements about sexuality or orientation sexual, requests to perform sexual acts that the perpetrator likes, or speech and behavior that has a sexual connotation, either directly or implicitly (Triwijati, 2007:303). There are 15 types of sexual violence according to the National Commission on Violence Against Women. This classification was determined based on the results of monitoring cases that occurred during the 1998-2019 period. Sexual harassment, including one of the classifications of sexual violence.

This is based on the definition of sexual harassment according to the National Commission on Violence Against Women, namely sexual acts through physical or non-physical touching targeting the victim's sexual organs or sexuality, including using whistling, flirting, sexually suggestive remarks, displaying pornographic material, showing sexual desire, poking or touching. in parts of the body, movements or gestures of a sexual nature that cause feelings of discomfort, offense, feelings of being lowered in dignity, and even behavior/actions that cause health and safety problems (quoted from: [https:// www.komnasperempuan.go.id/file/pdf\\_file/](https://www.komnasperempuan.go.id/file/pdf_file/Module%20and%20Guidelines%20Violence%20BTK%20SEXUAL%20VIOLENCE.pdf)

Module%20 and%20Guidelines/ Sexual%20Violence/ 15%20 BTK%20SEXUAL%20VIOLENCE.pdf) There are 4 (four) approaches used by Fairchild & Rudman (2008:338-357) to explain the causes of sexual harassment.

First the biological approach (biological models). This approach views that sexual harassment is more influenced by the biological influence between men and women. This action is not understood as

harassment, but instead is considered normal. Both organizational approaches (organizational model). This approach views that sexual harassment is facilitated by power relations in a hierarchical structure. The party who has authority (dominant) is seen as having the opportunity to abuse his power for the sake of sexual

gratification by sexually harassing his subordinates (subordinate). Third, socio-cultural approach (socio-cultural model). This approach argues that sexual harassment is men's defense mechanism for their domination of women, especially economically. Sexual harassment can occur by inhibiting the development of women's potential or by intimidating women to leave work. Fourth, approach sex role spillover model who views that sexual harassment is very likely to occur both in environments where women are a minority and majority group.

In the context of this research, approach sex role spillover The model is very relevant where cases of sexual harassment that befall female journalists occur because women are a minority group among journalists and editorial management consists mostly of men. June

21st 2019 is an important moment for the history of the

international labor movement. On that day, ILO Convention 190 recognized the existence of gender-based violence in the world of work. ILO Convention 190 also recognizes that Domestic Violence (KDRT) has an impact on the world of work. This recognition is the result of the struggle of the Alliance to Refuse Harassment and Violence in the world of work, which consists of trade unions and institutions that have continued to fight for workers' rights over the last 2 years. Through ILO Convention 190, cases of harassment

and violence in the world of work are not only mapped, but the government is also obliged to ratify the convention.

In the convention adopted at the 108th ILO session in Geneva, Switzerland, various provisions are included, including the recognition that everyone in the world of work has the right to be free from violence and harassment, including gender-based violence and harassment. This

convention not only protects workers

in the formal sector but also domestic informal sector

workers, including home workers, and even workers who have experienced layoffs. The breadth of the scale of protection is also shown by the term used, namely "Elimination of violence and harassment in the world of work", not just in the 'workplace' (DA Thea, 2019).

### 3. **Data on Sexual Harassment Against Female Journalists in Indonesia**

Sexual harassment can happen to anyone and anywhere. In the Indonesian context, harassment and Sexual violence also occurs against female journalists. Even though the journalist profession is protected by the Press Law, this does not mean journalists are safe from harassment and violence. According to AJI Indonesia records, in 2016 there were three cases of violence and harassment against female journalists. First, the case of sexual violence against four women at the Antara news agency. Second, a case of sexual harassment that occurred to a female reporter who was an intern at the daily Radar Ngawi. Third, a case of sexual harassment that occurred to a reporter in Medan. The two cases mentioned at the beginning were carried out by the victim's superiors, while the case in Medan was carried out by the authorities (Himawan & Tanjung, 2017).

From a literature search conducted by researchers entitled "Mapping Cases of Sexual Violence among Female Journalists" in 2019, cases of sexual harassment or violence that occurred in Indonesia were only a small number of the cases that actually occurred. This iceberg phenomenon is caused by the lack of research on this matter and documentation of how the cases that have been reported proceed. In the researcher's notes, AJI is one of the institutions that is concerned about conducting research on this matter. The following are the results of interviews with five respondents. There are several interesting findings from the data from interviews and FGDs that can be used as material for discussion. First, the data presented by the informants from the incidents of sexual harassment they experienced strengthened the assumption that gender equality still not achieved.

Journalism, like other professions in Indonesia, is still closely linked to a patriarchal culture where female journalists on duty often experience sexual harassment due to gender discrimination and not because of their profession. This is a reflection of Napikoski's (2020) statement which mentions patriarchy as a structure that places men as holders of power and women as sub-dominant. When women work as journalists, patriarchal attitudes are considered normal because of male dominance both organizationally, namely harassment perpetrated by superiors and co-workers, as well

as in individual relationships with news sources. UN through OHCHR (Office of the High Commissioner of Human Rights), organizations that regulate human rights prohibit various based injustices gender like stereotypes and subordination. The state has the obligation to eliminate discrimination against men and women in all areas of life. This obligation requires every country to be able to take policies to eliminate its gender stereotype including in the world of work, which is often considered a man's world. The violence experienced by female journalists is caused by gender stereotypes. It still happens and is hard to avoid. In the world of journalism, women are subdominant in quantity because there are so few women working in the journalism industry. Not only that, women are also considered sub dominant by being attached gender stereotypes, that because she is a woman, and is economically dependent, whether directly or indirectly, even when working as a journalist, women can be teased, seduced and asked out on dates by sources.

Where the same thing does not happen when the journalist is male. Regarding the types of sexual harassment experienced by the informants, the four informants presented almost the same data, namely verbal to physical harassment. This is in line with the concept of sexual harassment as stated by Gelfand, Fitzgerald, and Drasgow (1995) that a person's actions can be categorized as sexual harassment if they contain unwanted sexual connotations and are considered inappropriate, including sexually oriented physical approaches made in work, professional, or workplace settings. or other social.

The accounts of the four informants stated that they experienced sexual harassment within the scope of work both in the office and while on duty in the field, such as when interviewing news

source. All verbal statements made by the perpetrators always had a sexual connotation and led to physical action.

Even for the first informant, the perpetrator carried out this action when there was another witness at the scene who was none other than his aide. The perpetrator also carried out this act in public places (elevator, restaurant, café and office). This shows that the perpetrator considers this to be something that naturally happens, and there is no need to look for a private place to carry out the action. This finding is also in line with the results of a survey released by the "Never Okay" organization which was released by Tirto.id media in February 2019. From the results of the survey conducted in the period 19 November to 9 December 2018 to 1,240 respondents in 34 provinces, data was obtained that 76% of respondents said that the most frequently received harassment was verbal harassment or being harassed through words (Adam, 2019).

Judging from the type, the events experienced by these female journalists fall into three classifications initiated by Gelfand et al (1995). The first classification, namely gender harassment (gender harassment) where the harassment occurred because the journalist who was working was a woman. Second, there is unwanted sexual attention (unwanted sexual attention) carried out by the perpetrator, both the source who the informant wanted to interview and the informant's colleagues in the office, which was carried out by seducing the informant with compliments about the victim's physical appearance, invitations to go on dates and eat out, and analogies with sexual connotations which were actually not relevant to the interview material. asked by the informant. The third classification is sexual coercion (sexual coercion) experienced by the third informant from his superior.

Despite being rejected, the perpetrator continued to ask for sexual relations even though the victim had said that he had a girlfriend and refused the invitation. As with previous research findings, the data obtained from this research shows that the four informants did not report the cases they experienced to the authorities. When confirmed, the informants stated that they did not report it and chose to avoid the perpetrator. And even though they received support from superiors in the form of permission not to interview the same sources, there was no firm action against the perpetrators. It may even be that the perpetrator does not feel that what he did was a crime. Except for the third informant who reported it to HRD and resulted in the perpetrator being expelled from the media. However, this third informant was also afraid of the social sanctions he would receive from his co-workers if they found out that his superior had been expelled because of the report he gave. This data shows that the office where they worked provided support by no longer assigning them to interview the same sources and one of the media even dared to remove the victim's superior. Perpetrators of harassment against female journalists involving superiors in the office show that they are still being found gender stereotypes and gender patriarchy over the people who work in it. Stereotypes and discrimination against women who work as journalists continue to be carried out by superiors, colleagues and news sources.

The four perpetrators of sexual harassment used their power to attack the victim, both as news sources who were needed by the victim for their coverage, and as perpetrators from the victim's superiors who used power relations over the victim. Talking about the causes of sexual harassment, the Fairchild & Rudman approach can be used to read the cases that occurred to the 4 informants of this research. First, from a biological approach (biological models). This approach views that sexual harassment is more influenced due to the biological influence between men and women. The act is not understood as harassment, instead it is seen as normal.

Seeing the pattern of the four perpetrators committing acts of sexual harassment in public spaces shows that this approach is working well. There was no attempt to cover up that what he did was a crime. Second is the organizational approach (organizational model). This approach views that sexual harassment is facilitated by power relations in a hierarchical structure. The party who has authority (dominant) is seen as having the opportunity to abuse his power for the sake of sexual gratification by sexually harassing his subordinates (subordinate). This also happened to the four informants who experienced sexual harassment by people who had power relations with them. The source thought that the journalist needed it for the news material he had to write.

## Conclusion

The sexual harassment experienced by female journalists in this study has the same form, namely verbal harassment which leads to physical harassment. Verbal harassment is carried out either directly or via short messages by making advances/compliments with sexual connotations to inviting dates and having sex. This harassment is caused by gender stereotypes and subordination. Sexual harassment experienced by female journalists occurs both while carrying out their duties as journalists and in the office. The sexual harassment experienced has an impact on the

victim's psychology, namely experiencing shock and trauma, although it does not make them stop working as journalists. There are general symptoms where victims do not want to take matters into the realm of law but report it to their superiors. In this way, support from the media where female journalists work plays a role is important in two ways, namely support for a fair gender attitude for all media workers and assistance to minimize trauma and the possibility of the same incident happening

again. Meanwhile, internally, it is necessary to strengthen awareness for female journalists regarding gender equality both for female journalists themselves and for management. This can help female journalists to have the courage to fight back when they experience sexual harassment.

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